



The Union News

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The Union News is a publication of the Plattsburgh Chapter of United University Professions. The views expressed are not necessarily those of the Plattsburgh Chapter Executive Board or UUP.

Message from the President

Another semester is winding down. The holiday season is upon us. As we prepare to celebrate with our families and friends, let us remember those less fortunate. This year that includes some of our students and their families who were impacted by Superstorm Sandy. I was surprised to learn that more houses were lost to this storm in just New York than were destroyed along the entire Gulf coast by Hurricane Katrina! While the North Country missed the impact, New York City suffered badly.



I was in the city one week after Sandy struck, travelling in the midst of a snowstorm. Uncollected trash lined the streets. The cab drivers told of the hours they had to wait in gas lines. Many people had just gotten their power restored. Several of the tunnels linking the boroughs had not yet been pumped out.

I remind you of the storm for two reasons. First, so we remember just how fortunate we are this holiday season. And second, so you begin to understand how challenging the future will be.

New York's priorities have been reset by Sandy. We have heard the term "new normal" used. Certainly the coastline of New Jersey has been changed forever. But we have also seen the vulnerability of Manhattan to rising water. This new normal will force the diversion of resources to protecting the economic center of the state – Wall Street.

This diversion of resources has impacted UUP in the short term. The Governor retasked members of his bargaining team to the recovery and eventual remediation efforts downstate. This has meant a temporary slowdown in our contract negotiations. What this will mean in the long term can't be predicted. For now, we must wait and see.

In the meantime, life goes on. In the face of uncertainty, we have our family, friends and community to share this season of remembrance. And "share" is the operative word. Please share your good fortune with those around us in need.

And join your UUP colleagues for our Holiday meeting at Meron's on December 19th starting at 4:30 pm. Bring a non-perishable food item or two – we'll get it to the food shelf - and bring your family for pizza, wings, veggies and good companionship. Happy holidays!

David Curry, President





UUP Membership and Voting

UUP Are You a Member?

Thomas P. DiNapoli
New York State Comptroller

JOHN DOE

12/24/2012
Pay Sheet Date: 12/24/2012
Pay Period: 12/24/2012

Net Pay: 1,234.56

Pay Rate: 18.50

UUP Member 26P

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Here's some important information for you peruse. If you want to vote on our new contract or in the 2013 elections, you will need to join the UUP.

Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSUN, also called the 08 Bargaining Unit).

I am on the faculty at SUNY Plattsburgh/ part of the professional staff/ a librarian, so I am automatically a member of UUP, right?

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one cannot vote in UUP elections, run for office within UUP, or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office — Hawkins Hall 004; Phone: (518) 564-7887; Email: Plattsburgh@uupmail.org.

You may also download the Membership Application (PDF Format) from the UUP Central website — www.uupinfo.org, by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.



2013 UUP Chapter, Retiree, and Affiliate Convention Election Calendar*

*Dates may be modified



Activity	2013 Elections
Chapter Requests to E&C Committee Due	12/03/12
Election Certification Date	12/26/12
Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/04/13
Chapter, Retiree & Affiliate Convention Nominations Close	02/06/13
Chapter Nomination Lists Posted to Web	02/06/13
Mail Retiree Election Ballots	02/15/13
Retiree Election Ballots Due	03/13/13
E&C Committee: Count Retiree Ballots	03/13/13 - 03/15/13
Mail Chapter Elections Ballots	02/20/13 – 02/22/13
Chapter Elections Ballots Due	03/20/13
E&C Committee: Count Chapter Elections Ballots	03/20/13 – 03/23/13
Mail Run-off Elections Ballots no later than	06/14/13
Run-off Elections Ballots Due	07/17/13
E&C Committee: Count Run-off Elections Ballots (Affiliate Convention if necessary)	07/17/13- 07/19/13

Approved by the UUP Executive Board
on September 14, 2012





Bethanne's Bulletin

by Bethanne DelGaudio
Vice President for Professionals
bdelgaud@uupmail.org
564-2124



Don't miss our final meetings for this year. Here are the dates:

- Dec. 4** ***My Professional Obligation – Training for Supervisors of UUP Professional Employees;*** (*Lunch provided); 11:45 – 1 PM; ACC Mtg. Rm. 2.
- Dec. 5** ***General Professional Issues Committee Mtg. — discussion on our Professional Obligation – The definition according to our contract;*** 9 – 10 AM; ACC Mtg. Rm. 8.

* Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The Program will begin at noon.



Making Strides Against Breast Cancer: An Update

by Gina Doty
UUP Secretary
Dotygl@plattsburgh.edu; 564-5011

Thank you to everyone who purchased raffle tickets from me and other UUP members on campus for the annual NYSUT/ UUP "Making Strides Against Breast Cancer" campaign to raise money for research. This year the North Country raised close to \$17,000 (our campus contributed \$605 towards this), but some organizations in the area were having events after the October banquet when the raffle tickets were drawn.

The quilt we donated for this raffle was won by a teacher/ counselor at a high school in Long Lake, New York. Our member, Steven Gras, who is the Coordinator for the ESL program, won a large raffle basket with assorted goodies. For the past six years we have participated in this annual event, and our contribution of \$605 was the most we have given so far. Again, thank you for your donations for this worthy cause!



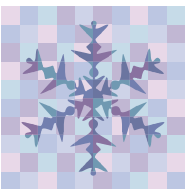
Negotiations Team Update: November 19th

UUP's Negotiations Team met for a lengthy session Nov. 14-16 to prepare for its next steps in deliberations with the state. Strict ground rules prohibit public disclosure of specific information about contract items under discussion.

No one outside of the Negotiations Team knows what is transpiring in the actual negotiations process. UUP President Phil Smith and Chief Negotiator Jamie Dangler are the only two individuals who can provide accurate information to UUP members about negotiations, and all Negotiations Team members are committed to maintaining strict confidentiality. Any statements made by others, verbally or in writing, about the content of a possible successor agreement with the state or about any other aspect of negotiations are based on speculation, rumor or misinterpretation of UUP's official statements.

The Negotiations Team continues to press for a fair and equitable agreement in this very difficult time. When the Negotiations Team reaches its end point in the development of a tentative agreement with the state, President Smith will present the tentative agreement to the UUP Negotiations Committee and the statewide Executive Board. The Negotiations Committee, which is composed of one representative from every chapter plus a part-time professional and a part-time academic, must approve a tentative agreement before it can be sent to the general membership for a ratification vote. If and when the Negotiations Committee approves a tentative agreement, every UUP member will have the opportunity to vote on whether to ratify a new tentative agreement.

The Negotiations Team continues to put extensive time and effort into its work on behalf of UUP members and appreciates the encouragement and support offered by colleagues from across the chapters.



End of the Year UUP Community-Building Social

Save the date!! Wednesday, December 19th from 4:30-6:30 pm, join your PUUP colleagues at Meron's on the corner of Beekman and Bailey Streets in Plattsburgh for a holiday gathering! Finish entering your grades, then join us for food, beverages, and fellowship. In the spirit of the season, we ask that you bring a non-perishable food item (or two) that we will transport to a local food

shelf, as well as make a small monetary donation to our *Good and Welfare Fund*. In exchange, we will fill you with pizza, wings, veggies, and beverages — you get one free drink token, too! (We're thinking cranberry martinis as the drink special - what do you think?) Please bring your family — stay 5 minutes or 2 hours, but please join us to celebrate the season!!





Calendar of Upcoming Meetings



- Dec. 4th** ***My Professional Obligation – Training for Supervisors of UUP Professional Employees; (*Lunch provided); 11:45–1 PM; ACC Mtg. Rm. 2.***
- Dec. 5th** ***General Professional Issues Committee Mtg. — discussion on our Professional Obligation – The definition according to our contract; 9–10 AM; ACC Mtg. Rm. 8.***
- Dec. 5th** ***Small Exec Committee Mtg.—ACC Mtg. Rm. 5 from noon to 1 PM.***
- Dec. 11th** ***Labor Management Mtg.—Ward Hall, Rm. 101 from 1 to 2 PM.***

** Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The program will begin at noon.*

Hurricane Sandy: Disaster Relief

This Thanksgiving, we had a lot to be grateful for. Here in the North Country, we escaped the wrath of Hurricane Sandy. Hurricane Sandy affected 24 states, including the entire eastern seaboard from Florida to Maine with particularly severe damage in New Jersey and New York.

Its storm surge hit NYC on October 29, flooding streets, tunnels and subway lines and cutting power in and around the city.

The UUP has created a website to help those less fortunate. The UUP has many, many members who've lost a lot as a result of Hurricane Sandy.... please visit the website — <http://uupinfo.org> — and click on Disaster Relief to learn how you can donate to the NYSUT Disaster Relief Fund.



UUP Needs Member Involvement to Address Teacher Education Changes



by Jamie Dangler
State UUP Vice-President for Academics

Every UUP member should be concerned about what's happening in teacher education programs at SUNY campuses. Here's why.

The New York State Education Department is imposing changes on teacher preparation programs at an unprecedented pace. Teacher educators are not being adequately consulted and many new mandates have questionable justification in view of professional standards and best practices in education fields.

New directives are being issued by SED without reasonable timelines for implementation. This is causing serious problems in terms of curriculum revision, delivery of programs, and transitioning students to meet new, unanticipated requirements in time to graduate.

We have serious concerns about potential short and long term effects on SUNY's teacher education programs. Concerns include declining student enrollments and the possible shrinkage of our programs, unmanageable workload increases, erosion of faculty direction of curricular matters, and increasing privatization of degree-granting and other public education functions.

UUP takes action

In August UUP established a statewide Teacher Education Task Force to mobilize our members to help bring teacher educators into the dialogue about education reform in New York State. The voices of college-level teacher educators as well as K-12 teachers have been largely dismissed in that dialogue. We must work hard to change this.

The purpose of the Task Force is to bring UUP academics and professionals together to share information and provide input to the UUP leadership for development of the union's official communications, proposals, strategies, and action plans to address teacher education changes. In turn, UUP's statewide leadership can provide information and guidance to help address campus-level teacher education issues.

We need your input and help

Our effectiveness depends on getting UUP members who work at the ground level in SUNY's teacher education programs involved in our efforts. Over the past few months I have been meeting with members from around the state and encouraging chapters to form campus Teacher Education Committees in order to facilitate two-way communication between UUP's chapters and our statewide UUP Task Force. Campus-based Teacher Education Committees can help inform and support the work of chapter representatives to the statewide UUP Task Force.





Task Force work to date

The UUP Task Force has been focusing on a variety of concerns. These include new student teacher performance assessments, declining student teacher placement options, the encroachment of private corporations such as Pearson into public education through high stakes testing instruments and resultant curricular mandates, accreditation issues, masters degree alternatives outside of higher education institutions, and SED's proposed data collection requirements that may provide a "report card" to the public that misrepresents our programs and institutions.

UUP is an affiliate of New York State United Teachers (NYSUT) and our Task Force is part of the NYSUT Teacher/School Leader Preparation Work Group, which is directed by NYSUT Vice-President Maria Neira. The NYSUT Work Group provides opportunities for communication about teacher education issues among members of NYSUT, UUP, and the Professional Staff Congress, which represents faculty and staff at the City University of New York. It also provides us with opportunities for dialogue with officials from the State Education Department, SUNY, and the Board of Regents.

Through our work with the NYSUT Work Group, UUP members gain avenues for input when critical decisions that affect our programs are being made at the state level. For example, on September 13 UUP members joined NYSUT and PSC colleagues in a meeting with New York State's Commissioner of Education, John King. Our work with NYSUT also connects us to colleagues in K-12 schools.

Over the past few months, UUP/NYSUT has participated in state-level SED meetings about proposed institutional data collection requirements and has submitted official comments that raise serious concerns about potential negative impacts on SUNY institutions. NYSUT has presented testimony to the legislature about teacher education issues and pressed SED to change implementation timelines, most recently with regard to a new performance assessment for student teachers. UUP/NYSUT leaders are meeting with SUNY officials and participating in SUNY discussions related to new mandates for teacher education programs and requirements for federal *Race to the Top* funding.

Feel free to contact me if you have questions, comments, or suggestions related to UUP's statewide efforts (jdangler@uupmail.org; 1-800-342-4206). I look forward to expanding our opportunities to work together to address teacher education issues.

Malala Could Be Your Daughter

by Lee Cutler
NYSUT Secretary-Treasurer



We are all saddened, outraged and shocked by the recent brutal shooting of Malala Yousafzai, the 14 year-old Pakistani activist who risked her life so that she and girls throughout Pakistan could have the right to a basic education and future.

The Taliban's attempted assassination of Malala and their resolve to finish the job now that she has survived should motivate all NYSUT members to join in solidarity with Malala and what she stands for.

Violence against women and girls is intolerable. As teachers, SRPs, and health care professionals, we must use our influence and power to work toward the elimination of such violence and brutality.

The brutal assassination attempt on Malala provides a painful, but timely lesson as we prepare to recognize the International Day for the Elimination of Violence against Women on November 25.

We are providing the following for your use:

- ☐ A link (<http://www.viddler.com/v/d89241ac>) to the winning student video on Asma Jahangir, the Pakistani lawyer and activist who has fought relentlessly for women's rights in that country. This powerful video from last year's NYSUT/RFK Video Contest was featured at our Representative Assembly in Buffalo and was produced by Springville Middle School 8th graders Caitlyn Bruscia and Sarah Gorski. It looks at the violence against women in Pakistan and the role Asma Jahangir has played in standing up to this. This is a must see for students.
- ☐ A Common Core Lesson based on what happened to Malala and why it matters. This lesson is appropriate for middle and high school students.*
- ☐ A link (<http://www.un.org/en/events/endviolenceday/index.shtml>) to the United Nations website on the International Day for the Elimination of Violence Against Women which includes resources, fact sheets, videos, and more.

We hope this material is useful and I would ask that you encourage your members to use it in their instruction. Labor unions have always been in the forefront of civil rights, and today, as women around the world and in our own communities are subject to abuse and violence, we must step forward and lead the charge in ending this once and for all.

* Request a copy of the lesson plan from Marguerite Adelman, x4725, or email adelmaml@plattsburg.edu





SUNY and Faculty Ownership of Course Materials and Best Practices for On-Line Courses

by Martin Manjak
Albany Chapter UUP

Recently an article discussing MOOCs appeared in the *Chronicle of Higher Education*¹. In case you haven't heard, MOOCs—Massive Open On-line Courses—refers to a growing phenomena in higher ed: free, open registration, electronic classes featuring full-time faculty from accredited colleges and universities. In fact, some of the biggest names in higher ed are looking to market their courses, while some faculty are looking to market themselves. The format raises a number of serious questions, but the ones that I would like to draw your attention to concern copyright, intellectual property, and support for creating on-line content.

While MOOCs have not yet made an appearance within the SUNY system, faculty are increasingly encouraged to embrace on-line learning technologies. When course materials are committed to digital media, whether text or audiovisual components, they can be delivered independently from the instructor's presence or participation. The question then becomes: who owns and controls the course material?

On October 15, David Lavalley, SUNY Executive Vice Chancellor and Provost, issued a letter to all campus presidents and academic officers regarding "some of the most commonly asked questions regarding faculty ownership of instructional content that are created by faculty in the course of their employment with SUNY."

The letter contains a link² to a SUNY web page entitled Faculty Ownership of Instructional Content. The document states:

"With respect to faculty materials used on the web for instruction, under the current SUNY policy, copyright ownership is treated no differently than faculty materials produced for the classroom. That is, faculty own

the copyright under the academic work-for-hire exception embedded in SUNY's copyright policy. Alternatively, SUNY and faculty may enter into work-for-hire written agreements relating to materials produced for on-line use in which the parties may agree to vest copyright in either SUNY or the faculty and to provide for related licenses."

This is an important statement of policy for all faculty, but particularly those creating content for electronic courses. It is important to take note of the fact that faculty, by signing separate agreements for course content, can enter into a work-for-hire relationship with SUNY. In these cases, depending on the terms of the agreement, copyright ownership may reside with SUNY rather than the faculty member. Therefore, it is especially important that faculty fully understand the terms of their employment if asked to sign separate agreements for the development or creation of course content, particularly as it relates to the question of copyright.

It is worth noting that the SUNY web page references two UUP documents at the top of the Related Resources list following the policy statement.

- ❑ UUP Copyright FAQ³
- ❑ UUP Contract MOU⁴

The best summary of the Copyright FAQ is contained in the document, i.e., "You own what you produce unless you have knowingly given up your rights to the product."

Regarding production, anyone who has worked in an on-line format knows that it requires a specific skill set to design and produce digital content, and deliver instruction electronically. Unfortunately, not all administrators and faculty understand this. For this reason, UUP has developed a best practices document intended to advise instructional staff on how best to prepare for on-line courses, and identify the minimum levels and areas of support that faculty will require from the institution to produce and deliver electronic courses successfully. If you are committed to teaching an electronic course, or are interested moving your course on-line, please consult this best practices document which can be found on the UUP State web-site at www.uupinfo.org/reports/reportpdf/BestPracticesOnlineLearning.pdf

1. <https://chronicle.com/article/What-You-Need-to-Know-About/133475/>
2. http://www.suny.edu/provost/academic_affairs/FacultyOwnership.cfm
3. <http://wiki.sln.suny.edu/download/attachments/9898346/uup+copyright+faq.pdf>
4. <http://wiki.sln.suny.edu/download/attachments/9898346/UUP+MOU+-+page+84+expires+july+2011.pdf>



University of Nevada, Las Vegas, (UNLV): Faculty Senate Approves First Statement of Civility

by Haley Etchison
news@unlvrebelyell.com
January 20, 2011

The UNLV Faculty Senate has adopted for the first time a written declaration of the university's intent to foster civil discourse. The "UNLV Statement of Civility," which was accepted by a majority vote of faculty representatives at a meeting Tuesday, is a supplement to existing policy against hate crimes.

The text will appear on the provost's website with the purpose of standing as a broad expression of principle.

"I was asked to look at what statement UNLV has around civility, and there is none," Chair Cecilia Maldonado told the Senate in introduction to the request for approval.

Senate Executive Committee member John Filler said that university policy was amended to exclude "bias" from the statement disavowing hate crimes, leaving no language describing a policy of civility in UNLV policy documents.

"By its nature, it does not discuss any kind of speech issues," said UNLV Vice President and General Counsel Richard Linstrom when explaining that the hate crimes policy only deals with criminal activity.

Unlike that document, the new statement of civility will not be actionable in the case of violation.

"There's no way you could be disciplined for being uncivil because I don't even know what civility is," Linstrom said, explaining that the statement does not attempt to define "civil" but rather expresses a sense of value for whatever "civility" is.

"It's really not policy," Linstrom said. "It's a statement." An ad-hoc subcommittee of the Senate Academic Freedom and Ethics Committee formed in 2009. On fostering a culture of civility, they drafted the statement in response to a charge issued by then-Senate Chair Filler on behalf of the Senate Executive Committee. Filler asked the subcommittee in a statement to "investigate how other universities have defined and then acted to encourage tolerance, civility, understanding of differences and appreciation for the value of diversity in ... teaching and research activities." The subcommittee was to avoid suggestion on how to punish incivility, in favor of focusing on strategies to build a civil academic environment.

Although the statement describes "the essential commitment to academic freedom and personal expres-



sion in their fullest manifestations" as "integral" to UNLV's dedication to intellectual inquiry, the chief concern among senators who expressed skepticism about the statement dealt with what effect it could have on academic freedom.

Linstrom explained that because an individual could not be punished based on the statement alone, it is unlikely to inhibit academic freedom.

But he implied that if the idea could be enforced, there might be a concern when it comes to academic freedom.

"I myself have not been able to find a way [to enforce the statement] that doesn't ultimately impinge on academic freedom-type issues," Linstrom said.

Filler explained that his intent in calling for the drafting of a statement was not to set up sanctions but to express a general will toward civility.

"It's meant to make a statement that moves us somewhere," he said, "even if it's heightened sensitivity."

UNLV Statement of Civility

UNLV is dedicated to intellectual inquiry in its full depth, breadth, abundance, and diversity. Integral to this overarching duty is the essential commitment to academic freedom and personal expression in their fullest manifestations. We embrace the articulation of unpopular and unsettling ideas as an integral part of intellectual inquiry. To the extent it is consistent with the full pursuit of intellectual inquiry, UNLV fosters a civil, respectful, and inclusive academic community defined by a concern for the common good, by developing relationships and a culture that promotes the rights, safety, dignity, and value of every individual. A civil university community, consisting of faculty, staff, students, and external constituents, is vital to the pursuit of excellence in research, scholarship, and creative activity — appreciating what distinguishes us from one another while celebrating that which binds us together.



Planning a trip? Let Member Benefits help!

Are you finally looking to book that fantastic getaway to the Caribbean or Europe that you've always been dreaming about? Maybe you've got a business trip that you need to plan? Or, do you need to rent a car to get around town as part of your next excursion?

Let your friends at NYSUT Member Benefits help! We've got a variety of endorsed discount travel programs designed to help you keep a few more dollars in your wallet while enjoying some well-deserved rest and relaxation.

If big savings is your game, the Member Benefits-endorsed travel program offered by Wyndham Hotels & Endless Vacation Rentals is for you! NYSUT members can enjoy savings of up to 20% at nearly 7,000 participating hotels among 15 hotel brands with Wyndham Worldwide; meanwhile, save 25% at more than 200,000 vacation rentals in 100 countries with Endless Vacation Rentals.

Wyndham Hotels has the right hotel for you at the right price – whether it's an upscale hotel, all-inclusive resort or something more cost-effective. With Endless Vacation Rentals, NYSUT members can save on resort condos, villas, homes, and cottages that provide space and flexibility ideal for families and groups of friends traveling together.

These aren't your everyday run-of-the-mill hotel rooms! Accommodations range in size from resort studios to multi-bedroom units. And, many units feature large living rooms, dining rooms, fully-equipped kitchens, and laundry facilities.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Whether you're looking for a multi-bedroom condo in Orlando or Las Vegas, or a luxurious resort in Mexico, the Caribbean, Europe, or Canada, Endless Vacation Rentals offers the space and comforts-of-home to make each stay a memorable time!

Need to rent a car as part of your next trip?

NYSUT members can get discounted rates on passenger car rentals with the following companies: Alamo, Avis, Budget, Enterprise,

Hertz, and National. You can even receive 20% off local or one-way truck rentals from Budget Truck Rental.

Finally, don't forget about TripMark.travel if you're looking for great deals on the most beautiful vacation spots in the world. This program provides NYSUT members and their family and

friends with online and offline (toll-free travel agents) leisure travel benefits.

TripMark.travel allows you to effortlessly book flights, hotels, vacation packages, and cruises online for personal and business travel needs. With a simple interface and advanced encryption technology, your information is safe and secure – giving you peace of mind as you plan your next trip.

Learn more about these endorsed programs – including how to access discounts, unique website codes and website links – by contacting Member Benefits at **800-626-8101** or visiting **memberbenefits.nysut.org**. Happy travels!



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